Building Today's Workforce for Tomorrow

Presentation by
John Shortt, Home Builders Institute Grant Director
Cyndie Woods, Idaho Residential Construction Education Program Coordinator

Home Builders Institute
The Workforce Development Arm of the National Association of Home Builders

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Building Today's Workforce for Tomorrow

- $4.2 million U.S. Department of Labor grant administered by the Education and Training Administration
- 10 sites nationwide
- Key partners include home builder associations, community colleges, secondary schools, Workforce Investment Boards and employers
- Recruit 250 individuals per site into craft skills training

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Building Today's Workforce for Tomorrow

- Craft skills as defined in the grant includes carpenters, electricians, plumbers, and heating ventilation and air-conditioning
- Projected shortfall of 700,000 skilled workers over the next 10 years
- Recruitment into trades training diminished due to several factors – emphasis on college degrees, school systems cutting back on construction related classes, image of the industry, etc.

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Building Today's Workforce for Tomorrow

To boost recruitment HBI and partners collaborate to:

- Provide college credit for craft skills training
- Develop articulation agreements among secondary schools, pre-apprenticeship, apprenticeship, Job Corps and community colleges
- Improve recruitment strategies

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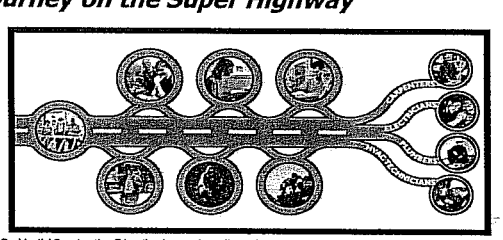
- Use untapped resources such as the One Stop Career Centers
- Forge closer links between home builder associations and educational institutions
- Promote the home building industry's Residential Construction Academy curriculum
- Develop other partnerships with national organizations such as the National PTA and Junior Achievement

Idaho Residential Construction Education

IRCE

Building Today's Workforce for Tomorrow
Journey on the Super Highway



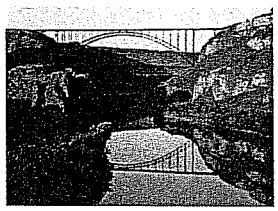
Idaho Residential Construction Education is one of ten pilot projects nationwide selected by the Home Builders Institute, the workforce development arm of the National Association of Home Builders, to increase recruitment into residential construction trades. This project was funded by a grant awarded under The President's High Growth Job Training Initiative, as implemented by the U.S. Department of Labor's Employment and Training Administration.

Partners

- Blaine County School District #61 (BCSD)
- College of Southern Idaho (CSI)
- Building Contractors Association of the Wood River Valley (BCAWRV)
- Magic Valley Builders Association (MVBA)

IRCE, the Rural Model

Together these organizations form the Idaho Residential Construction Education (IRCE) consortium to serve as a model for rural communities in Idaho and beyond.



Residential Construction Industry Challenges and IRCE Commitments

Problems facing construction industry employers in their increased need for skilled workers are:

- The industry has difficulty recruiting youth
- Many youth interested in construction lack the skills employers need
- Some entry-level workers lack the basic technical skills needed to advance in the industry.

Idaho Residential Construction Education (IRCE) is creating a systematic approach to construction industry workforce development that provides:

- A continuum of recruitment
- Career exploration
- Education
- Training

IRCE Commitments

- Form an Advisory Board
- Serve a minimum of 250 individuals including
  - high school students
  - community college students
  - dislocated workers
  - incumbent workers
- Offer training in crafts such as
  - carpentry
  - electrical wiring
  - plumbing
  - heating and air conditioning

IRCE Commitments

- Develop an associates degree or equivalent credential that incorporates the skills needed in residential construction
- Promote use of RCA curriculum (industry approved curricula and related educational programming) to the fullest extent possible
- Form a National Association of Home Builders Student Chapter
- Provide $119,808 matching "In-Kind" by partners
- Participate in the continuous evaluation of the project

IRCE Commitments

- Be accountable for
  - student recruitment
  - curriculum development
  - articulation between secondary and post secondary residential construction programs
- Develop a sustainable resource for the IRCE Coordinator's position
- Disseminate the products and lesson plans of the project to
  - high schools
  - community colleges
  - public and private vocational training centers for state and national replication

Roadway Connector

IRCE Advisory Board:

- NAHB
- HBI
- BCSD
- CSI
- Local HBAs
- Idaho Commerce and Labor
- Workforce Development Council

Advisory Board Purpose

- Give industry expertise and support
- Assist in curriculum development
- Raise awareness of academies & programs
- Build community support

Career Academies

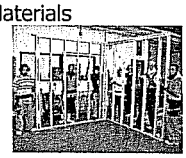
- Are two or three year programs for sophomores, juniors, and seniors in high school with a career focus.
- Offer a rigorous academic curriculum
- Offer certification
- Offer concurrent enrollment
- Offer paid internships
- Have advisory boards

Blaine County School District #61

Rigorous Curriculum

- Unit I: Job Site Safety
- Unit II: Introduction to Construction Math
- Unit III: Tools and Material
- Unit IV: Project Planning
- Unit V: Rough Carpentry
- Unit VI: Alternative Methods and Materials
- Unit VII: House Wiring
- Unit VIII: Plumbing
- Unit IX: Exterior Finish
- Unit X: Insulation and Wall Finish

Blaine County School District #61



Certification

- 10-hour OSHA Course Completion Card
- Students receive a Home Builders Institute certificate for being a "Program Completer"

Building HOMES of our OWN

Blaine County School District #61

Concurrent Enrollment Dual Credits

- Students earn both high school and post secondary credits for the same course
- Students from the Blaine County School District Wood River and Carey High School Jim Woodyard Residential Construction Academies are currently articulating with the College of Southern Idaho

Blaine County School District #61

Paid Internships

- Provide students with a "real world" context for their classroom learning
- Enhance opportunities for employment after graduation

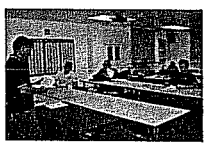
College of Southern Idaho Residential Construction Program Development

- Hope to reality
  - Grant provided seed money
- Responsive to genuine need
  - Support and participation with local industry
- Role of the community college
  - Partnering with secondary education and industry
  - Educational choice
  - Agility to adapt and make changes happen

Residential Construction Technology Program

11 Month TECHNICAL CERTIFICATE

- **Summer Semester I**
  - Construction Tools and Safety (1st Week Only)
  - Excavation and Masonry Layout
  - Foundation Construction
- **Fall Semester I**
  - Construction Fieldwork I
  - Construction Math and Layout
  - Building Framing Theory I
  - OSHA and Industrial/Construction Safety
- **Spring Semester I**
  - Construction Fieldwork II
  - Mechanical and Electrical Systems



Residential Construction Technology Program

2-Year ASSOCIATES OF APPLIED SCIENCE

- **Technical Certificate Courses**
- **Summer Semester II**
  - **Courses offered again for open entry/exit students**
- **Fall Semester II**
  - **Construction Fieldwork III**
  - **Jobsite Supervision**
  - **Building Framing Theory II**
  - **Cost Estimating for Construction**
- **Spring Semester II**
  - **Construction Fieldwork IV**
  - **Jobsite Supervision**
  - **Building Finish Theory II**
  - **Introduction to Construction Management**

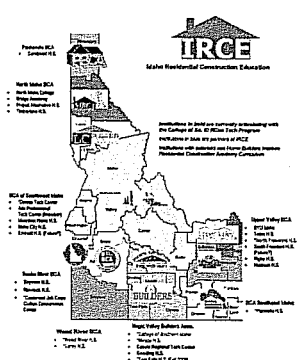
Residential Construction Technology Program

Working with other technology programs

- Drafting
- Cabinetmaking
- HVAC
- Horticulture
- Apprenticeship programs
- Information Technology
- Engineering

Local Idaho Building Contractor Associations

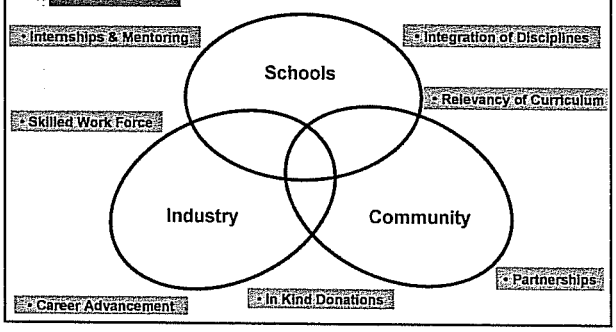
Articulation between Secondary Education Construction Programs and CSI RCon Tech Program



Program Challenges

- Educational hurdles
- Program marketing
- Sustainability
- Land purchase

Program Successes



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